

**SUBJECT: Commitments made to Admin Plant Employees**

a. In a letter of 19 November 1956 the DCI indicated there were thorough discussions of the proposed transfer to the CIA of the Administration Building Plant. He indicated that Government Printing Office employees then employed in the plant, but not those specifically recruited for the plant, should have the option of transferring to the CIA or remaining in GPO. Mr. [redacted] had this option, but [redacted] who was specifically recruited for the plant, did not.

b. In a memo to the Chief, Management Staff dated 19 December 1956 the Director of Logistics stated "the conditions of the transfer which were thoroughly discussed during the negotiations with the Public Printer required that the Agency pay all the mechanics who transfer to the Agency from the Government Printing Office at the rates which they are now receiving." As all individuals received identical fringe benefits this word mechanics can logically be assumed to be for all those subject to transfer: clerical types, printing wage types and supervisors.

c. GPO State Services Plant employees transferred to CIA have been granted to the extent possible every benefit they enjoyed while GPO employees. Transfers from Shift One to Shift Two without change in skill resulted in application of the same differentials granted GPO employees.

d. The Agency in applying the General Schedule to the supervisory positions, including production planners however, was required to follow General Schedule regulations for fringe benefits rather than GP rules applicable to single annual rated GP positions.

e. Since the Agency changed administrative controls and responsibilities in the Admin Plant no individual has been assigned to work of lower responsibility or gross compensation (base pay and fringe benefits) than he enjoyed when in the Government Printing Office.

f. In order to determine whether the employees of the Printing Plant, [redacted] received comparable benefits after transfer to those available at the Government Printing Office, comparisons of various items of pay have been made between the amounts they would have received at the GPO and the amounts they actually received and were entitled to at CIA.

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g. From this review it is apparent that [ ] did not lose anything by his transfer to this Agency, since he netted more in all respects. In [ ] case, if he had remained at GPO and been put on the night shift he would have received two or three hundred dollars less in total salary but would have benefited somewhat from a higher salary rate for retirement and a slightly higher lump sum leave payment on retirement, assuming he retired with 60 days annual leave accumulated. It must be noted, however, that he was not on the night shift at GPO, but was put on it in CIA at the time he was changed to the GS scale. It cannot be considered, therefore, that the Agency is under any obligation to provide him with continuation of all GPO journeyman wage benefits when promotion to a planning-managerial assignment is made. Both he and [ ] were aware of the change to the GS system benefits except for the elimination of night differential for the hours 4 P.M. to 6 P.M. and periods of leave with pay of 8 hours or over.

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h. Allocation of managerial-supervisory positions to General Schedule grades and rates follows criteria and precedent in Treasury Dept. Bureau of Engraving, Department of Army-Navy Service, and other Government organizations with an extensive wage schedule printing and lithographic plant.

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i. All that is involved here appears to be an administrative error in paying these individuals night differential for the hours 4 P.M. to 6 P.M. and for periods of leave with pay of 8 hours or over. It is unfortunate that the overpayment continued for such an extended period. Under Federal law and court decisions, however, there is apparently no alternative but to recover the overpayment. Notice No. [ ] Administrative Errors is attached for information.

TRANSMITTAL SLIP		DATE	
TO: Chief, Payroll			
ROOM NO.	BUILDING		
REMARKS:			
<p>Wouldyou look over this draft to see if the 2 plus 2 equals twentytwo..</p> <p>I am getting copies of the throw away notice cited inthe last line and we willbe ready first thing monday.</p>			
FROM:			
ROOM NO.	BUILDING		EX
702	1016 16th st.		

FORM NO. 241  
1 FEB 55

REPLACES FORM 36-8  
WHICH MAY BE USED.

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